

(4204.) SOUTH CANTERBURY THRESHING-MILLERS.—AWARD.

In the Court of Arbitration of New Zealand, Canterbury Industrial District.—In the matter of the Industrial Conciliation and Arbitration Act, 1908, and its amendments; and in the matter of an industrial dispute between the Waimate Workers' Industrial Union of Workers (hereinafter called "the union") and the undermentioned persons, firms, and companies (hereinafter called "the employers") :—

Andrews, M., Pleasant Point.

Batchelor, R., St. Andrew's.

Bean, Thomas, Hook.

Beattie, A., Geraldine.

Benbow, William C., Temuka.

Brown, John, Milford.

Campbell Bros., Melville Downs, Fairlie.

Crowley, M., Otaio.

Cumming Bros., Waimate.

Dann, Edward, Woodbury.

Donnithorne, F. J., Temuka.

Douglas, S. J., Temuka.

Duncan, W., Waimate.

Eden, H., Hook.

Fairlie Threshing-mill Syndicate, c/o Thomas Russell,
Fairlie.

Gillon, James, Waihao Downs.

Greig, James, Glen-iti.

Greig, Thomas, Clermont.

Hamilton, A., Glen-iti.

Harkness, W., Levels.

Hawkins Bros., Waimate.

Hearn, C. Francis, Rangitata Island.

Henderson, James, Washdyke.

Hicks, J., Hunter.

Hopkinson, Dan, Temuka.

Howes, V., Albury.

Johnson, Arthur, Fairview.
 Kelcher, Thomas, Waihao Downs.
 Kellahan, William, Fairview.
 Kingsbury, Ernest, Hook.
 Lister, Thomas, St. Andrew's.
 Lithgow, John, Timaru.
 Lyon Bros., Temuka.
 McCormick, M., Pleasant Point.
 McLeod, Alexander, Geraldine.
 Manchester, J., Waimate.
 Morven Threshing-mill Company, Morven.
 Mulvihill, William, Te Moana.
 Myer Bros., Waimate.
 Nein and Austin, Temuka.
 Norrish, Robert, Orton.
 Orr Bros., Waitohi, Temuka.
 Padkin, J., North Road, Oamaru.
 Palmer Bros., Rangitata.
 Pelvin, R. C., Glenavy.
 Preddy, Jesse, Temuka.
 Quin, W., Makikihi.
 Ross and McClintock, Waimate.
 Ruddenklau, Henry, Waimate.
 Saunders, George, Pleasant Point.
 Scannell, J. M., Waihao Downs.
 Shepherd, J., St. Andrew's.
 Shepherd, Leonard, St. Andrew's.
 Simpson, Thomas, Albury.
 Snell, John, Rangitata.
 South Canterbury Threshing-mill Owners' Industrial Union
 of Employers, Timaru.
 South, Jesse C., Winchester.
 Stewart, Robert, Geraldine.
 Stokes Bros., Waitohi.
 Sullivan, Michael, Otaio.
 Tait, George, Orton.
 Tozer Bros., Levels.
 Tozer, Fred, jun., Levels.
 Walker, J. C., Temuka.
 Wilson and Sparke, St. Andrew's.
 Winter Bros., Cannington.

THE Court of Arbitration of New Zealand (hereinafter called "the Court"), having taken into consideration the matter of the above-mentioned dispute, and having heard the union by its representatives duly appointed, and having also heard such of the employers as were represented either in person or by their representatives duly appointed, doth hereby order and award:—

That, as between the union and the members thereof and the employers and each and every of them, the terms, conditions, and

provisions set out in the schedule hereto and of this award shall be binding upon the union and upon every member thereof and upon the employers and upon each and every of them, and that the said terms, conditions, and provisions shall be deemed to be and they are hereby incorporated in and declared to form part of this award; and, further, that the union and every member thereof and the employers and each and every of them shall respectively do, observe, and perform every matter and thing by this award and by the said terms, conditions, and provisions respectively required to be done, observed, and performed, and shall not do anything in contravention of this award or of the said terms, conditions, and provisions, but shall in all respects abide by and perform the same. And the Court doth hereby further award, order, and declare that any breach of the said terms, conditions, and provisions set out in the schedule hereto shall constitute a breach of this award, and that the sum of £100 shall be the maximum penalty payable by any party or person in respect thereof. And the Court doth further order that this award shall take effect as from the 1st day of January, 1916, and shall continue in force until the 31st day of December, 1919, and thereafter as provided by subsection (1) (d) of section 90 of the Industrial Conciliation and Arbitration Act, 1908.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the Court hath hereunto set his hand, this 20th day of December, 1915.

T. W. STRINGER, Judge.

SCHEDULE.

Hours of Work.

1. The hours of work shall be between 6 a.m. and 8 p.m., except on Saturday, when the hours of work shall be between 6 a.m. and 7.30 p.m.

Number of Hands to be employed.

2. Except through accident or illness of any worker the number of hands to be employed at each mill when working shall consist of driver, feeder, four stackmen, two bagmen, one strawman, one waterman, and, in camp, one cook.

Definition of Duties of Waterman.

3. It shall be the duty of the waterman in all cases to attend to his horses whether the mill is working or not, and if necessary to provide water outside the above working-hours specified in clause 1 hereof.

Rates of Pay.

4. All hands except the driver, feeder, and cook shall be paid 1s. 3d. per hour and found, the time to commence from when the

mill starts the first set on each farm or from the time of starting in the morning, and to continue during all hours worked until the hour specified in clause 1 hereof, including time for shifting from stack to stack, and fifteen minutes in the morning and fifteen minutes in the afternoon to be allowed for lunch—only ten minutes' time to be paid for each lunch—but does not include the fifty minutes to be allowed for dinner, or any time that the mill may be stopped exceeding ten minutes for repairs or other unavoidable causes, or time occupied in shifting from farm to farm. The cook shall be paid £3 per week and found. In all cases the tents are to be supplied by the employer.

Stackmen to be employed.

5. Four stackmen shall be employed in all cases, and shall be paid the same minimum rate of wages as those fixed in clause 4 hereof, but it shall be at the option of the employer to get the men to assist where it may be required.

Termination of Employment.

6. A week's notice or a week's pay at the previous week's rate of earning shall be given by the employer on the dismissal of a worker, except in cases of incompetency, when the worker shall be entitled only to the pay he has earned and no notice, and the worker shall give a week's notice before leaving his employment or forfeit a week's pay at the previous week's rate of earning.

Tallies of Time worked.

7. In all cases the number of hours worked shall be kept by the representative of the employer and workers.

Exemptions.

8. Drivers and feeders shall be exempt from the operation of this award.

Food to be supplied.

9. All food supplied shall be of sufficient quantity and of good quality, quite up to the standard of that supplied previously under the late co-operative system, and shall be properly cooked, and shall consist of the following number of meals when working: Breakfast, lunch, dinner, lunch, and tea; but when the mill is idle the lunches are not to be supplied.

Temporary Disputes.

10. In every case a representative of the men shall be elected or chosen for each mill at each camp, and all trivial disputes that may arise not in contravention of this award shall be decided by the representative of the men and the representative of the employer, whose decision shall be final.

Preference.

11. If and so long as the rules of the union permit, without ballot or election, any worker of good character and sober habits to become a member of the union, upon written or personal application, on payment of an annual fee not exceeding 7s. 6d., then members of the Waimate Workers' Industrial Union of Workers shall be employed in preference to non-members, provided that there are members of the union known to the employers who are equally competent and ready and willing to undertake the work required. All employers when engaging men are expected to consult the secretary of the union when practicable.

Scope of Award.

12. The operation of this award is limited to the South Canterbury District.

Posting of Award.

13. A copy of this award shall be posted up in the galley at each mill by the employers for the information of the men.

Piecework.

14. No piecework shall be allowed.

Payment by Orders.

15. Each threshing-mill owner in the South Canterbury District party to this award, whether he is a member of the South Canterbury Mill-owners' Union or not, shall pay to the organizer of the Waimate Workers' Union on demand all moneys due to the union for the sale of tickets of enrolment at each mill on the written order of the men enrolled.

Term of Award.

16. This award shall come into force as from the 1st day of January, 1916, and shall continue in force until the 31st day of December, 1919.

In witness whereof the seal of the Court of Arbitration hath hereto been put and affixed, and the Judge of the said Court hath hereunto set his hand, this 20th day of December, 1915.

T. W. STRINGER, Judge.

MEMORANDUM.

This award embodies the recommendation of the Council of Conciliation, which the parties agreed to accept.

T. W. STRINGER, Judge.

NOTE.—Section 90, subsection (1) (d), of the Industrial Conciliation and Arbitration Act, 1908, provides that, notwithstanding the expiration of the currency of the award, the award shall continue in force until a new award has been duly made or an industrial agreement entered into, except where the registration of an industrial union of workers bound by such award has been cancelled.